



Agency Benefits Coordinator Meeting  
Employee Assistance Program  
Behavioral Health  
Voluntary Wellness Program  
DPP Updates

August 2018

# Employee Assistance Program (EAP)

- EAP administered by Optum
- Available to:
  - All state/higher education benefits-eligible employees and eligible dependents, as well as COBRA participants

**Receive five EAP counseling visits, per situation, per year at no cost to you**

- Master's level specialists available around the clock to assist with:
  - Stress, legal, financial, mediation and work/life services
  - Can even help you find a network provider, a plumber who works nights, services for your elderly parents, theater tickets, all-night pharmacies and much more.

**855.Here4TN (855.437.3486) or [HERE4TN.com](http://HERE4TN.com)**



# Take Charge at Work (TCAW)

- A confidential telephonic program that helps working adults recognize and manage symptoms of stress and depression at work
- Goal: to help employees find better work-life balance, so they can get back to feeling productive and enjoying their lives
- Who is eligible?
  - All State and Higher Education benefit eligible employees, over the age of 18
  - Dependents over the age of 18, eligible for EAP, and who are working either full/part time
- Visit the website or call to see if you qualify

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# Behavioral Health & Substance Use Services

*Dealing with a mental health or substance use condition? Support is available to you and your enrolled dependents through your behavioral health coverage.*

- **Optum** is your behavioral healthcare vendor; Coverage is included when you enroll in a health plan
- Using Optum's network providers gets you the most from this benefit; You can search for providers on the website or call 855.Here4TN for assistance
- **Virtual Visits:**
  - In addition to office visits, you can meet with a provider through private, secure video conferencing called Virtual Visits
  - Allows you to get the care you need sooner and in the privacy of your home.
  - The copay for a Virtual Visit is the same as an office visit.
  - To get started, go to [Here4TN.com](https://www.here4tn.com), scroll down, select provider search, and click on Virtual Visit to find a provider licensed in TN, or call for assistance

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# Wellness Program Vendors

- Population Health Program – ActiveHealth Management
- Weight Management Program – ActiveHealth Management
- Both programs go live on January 1, 2019



# Wellness Program Resources (State and Higher Ed)

- Health Risk Assessment and Biometric Screenings
- Programs:
  - Weight Management
  - Disease Management
  - Diabetes Prevention Program
  - Lifestyle Counseling (tobacco cessation, nutrition, stress)
  - Challenges
  - Educational tools and resources

# Cash Incentive (State and Higher Ed)

- Members **are NOT required** to complete any wellness program activities.
- State and higher education members and enrolled spouses **in any plan** can get **cash incentives** for participating in the wellness program. You can get money deposited through payroll\* by completing certain activities and programs.
- Here's how it works:
  - Members choose activities from the approved list
  - Each activity will have a dollar value, and they can earn up to \$250 for the year
  - That is \$500 total for the employee and spouse
  - Money will be deposited in the employee's paycheck (for both employee and spouse)

\*Members must be in a positive pay status to receive an incentive. The cash incentive for both the employee and eligible spouse will be deposited directly into the member's paycheck and will be taxed.



# Cash Incentive (State and Higher Ed)

- Programs or activities could include:
  - Weight management program
  - Tobacco cessation program
  - Wellness counseling (diet, stress, exercise, etc.)
  - Disease management program
  - Biometric screening
  - Health Risk Assessment
- The new voluntary wellness program begins January 1, 2019. All eligible members and spouses will receive more information on how participants qualify for cash incentives **in the mail from ActiveHealth in early December**
- There will also be challenges, educational tools and other online resources to track results and progress

# Diabetes Prevention Program Updates

- Omada (Cigna only; online)
  - 666 enrolled
  - 3,745 total pounds lost
  - Average of 5.6 pounds
- YMCA (in person)
  - 71 enrolled
  - 388 total pounds lost
  - Average of 5.46 pounds
- ParTNers Health & Wellness Center DPP (in person)
  - 44 participants
  - 297 total pounds lost
  - Average of 6.75 pounds

# Questions?